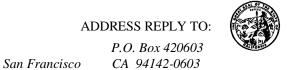
STATE OF CALIFORNIA GRAY DAVIS. GOVERNOR

DEPARTMENT OF INDUSTRIAL RELATIONS DIVISION OF LABOR STATISTICS & RESEARCH 455 Golden Gate Avenue, 8th Floor San Francisco, CA 94102



HOLIDAY PROVISION

FOR

TEAMSTER

IN

SAN DIEGO COUNTY

23-261-3 HOL

6/16/97 - 6/15/01

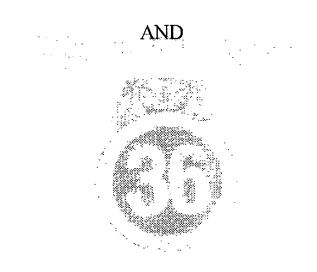
MASTER LABOR AGREEMENT

BETWEEN

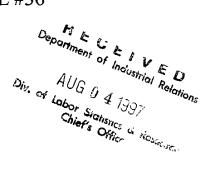
THE ASSOCIATED GENERAL CONTRACTORS

OF AMERICA

SAN DIEGO CHAPTER, INC.



BUILDING MATERIAL, CONSTRUCTION, INDUSTRIAL, PROFESSIONAL AND TECHNICAL TEAMSTERS UNION —— LOCAL #36



FOUR (4) HOURS ARE WORKED IN ANY ONE (1) DAY, HE SHALL RECEIVE SIX (6) HOURS PAY, AND IF MORE THAN SIX (6) HOURS ARE WORKED IN ANY ONE DAY HE SHALL RECEIVE EIGHT (8) HOURS PAY.

- F. ON OVERTIME DAYS, WHENEVER EMPLOYEES WORK MORE THAN FOUR (4) HOURS, THEY SHALL BE PAID ONLY FOR ACTUAL HOURS WORKED AT THE OVERTIME RATE.
- G. EMPLOYEES SHALL TRAVEL TO AND FROM WORK ON THEIR OWN TIME AND BY MEANS OF THEIR OWN TRANSPORTATION. NO EMPLOYEE SHALL BE REQUIRED TO FURNISH TO THE EMPLOYER TRANSPORTATION OF THE EMPLOYER'S TOOLS, MATERIALS, OR EQUIPMENT OF ANY KIND.

SECTION 22 – HOLIDAYS

THE FOLLOWING DAYS ARE RECOGNIZED AS HOLIDAYS.

NEW YEAR'S DAY
PRESIDENTS' DAY
MEMORIAL DAY
INDEPENDENCE DAY
LABOR DAY
VETERANS' DAY (NOVEMBER 11)
THANKSGIVING DAY
DAY AFTER THANKSGIVING DAY
CHRISTMAS DAY

IF ANY OF THE ABOVE HOLIDAYS SHOULD FALL ON SUNDAY, THE MONDAY FOLLOWING SHALL BE CONSIDERED A LEGAL HOLIDAY. WORK ON SUCH DAYS SHALL BE PAID AT THE DOUBLE TIME RATE. NO WORK SHALL BE REQUIRED ON LABOR DAY EXCEPT IN CASES OF EXTREME EMERGENCY WHEN LIFE OR PROPERTY IS IN IMMINENT DANGER.

SECTION 23 - PARKING

IN THE EVENT FREE PARKING FACILITIES ARE NOT AVAILABLE WITHIN THREE HUNDRED AND FIFTY (350) YARDS OF A JOBSITE, THE EMPLOYER WILL PROVIDE SUCH FACILITIES AND SHALL HAVE THE RIGHT TO DESIGNATE PARKING AREAS TO BE USED. WHERE, BECAUSE OF CONGESTED PARKING CONDITIONS IT IS NECESSARY TO USE PUBLIC FACILITIES, THE EMPLOYER SHALL REIMBURSE THE EMPLOYEE FOR THE COST OF SUCH PARKING UPON BEING PRESENTED WITH A RECEIPT OR VOUCHER CERTIFYING TO THE COST THEREOF, SUCH REIMBURSEMENT TO BE MADE ON A WEEKLY BASIS OR AT THE CONCLUSION OF THE PROJECT,